

EAST PROVIDENCE SCHOOL DEPARTMENT

East Providence School Committee

East Providence City Hall - Council Chamber

145 Taunton Avenue

East Providence, Rhode Island 02914

March 7, 2016

Open Session

Mr. Tsonos called the meeting to order at 6:00 PM. Members Present:

Jessica Beauchaine, Nathan Cahoon, Anthony Ferreira, Joel Monteiro, Charles Tsonos. Also Present: Kathryn Crowley, Superintendent of Schools, Assistant Superintendents: Dr. Celeste Bowler and Dr. Sandra Forand; Legal counsel: Robert Silva, Esq. and Andrew Thomas, Esq.

Motion by Mr. Cahoon that the Committee convene in Executive Session for purposes of discussing Personnel – R.I. Gen. Laws §42-46-5(a) (1) Job Performance, seconded by Mr. Monteiro. Vote 5-0.

School Committee returned to Public Session.

Report Executive Session Votes – Mr. Cahoon reported that no votes were taken in executive session.

Motion by Mr. Cahoon to return to public session and to seal the minutes of the executive session, seconded by Mr. Ferreira. Vote 5-0.

The Pledge of Allegiance to the Flag and a Moment of Silence were observed.

Motion by Mr. Cahoon to move to Item H on the agenda, seconded by Mr. Ferreira. Vote 5-0.

H. Student/Staff Recognition: The following were congratulated and presented with certificates:

Golden Apple Award – Alana Nelson – Teacher at East Providence High School

Martin Middle School Wrestling Team – State Championship

Christian Hussey and Mario Peoples – High School Wrestling Team

Football Coach of the Year – Jay Monteiro

Motion by Mr. Cahoon to move up Item I – Presentations, seconded by Ms. Beauchaine. Vote 5-0.

Executive Director of East Bay Educational Collaborative, Donna Ottaviano, was invited by Superintendent Kathryn Crowley to make the School Committee aware of the resources provided to East Providence by the East Bay Collaborative.

Martin Middle School Presentation: Students and teachers made a presentation on the use of Google Classroom.

Motion to Set a Curfew for School Committee Meetings – Motion by Mr. Cahoon to set 10:30PM, seconded by Mr. Monteiro. Vote 5-0.

Consent Agenda – Kathryn Crowley added the Consent agenda, which included five items: Communications, correspondence, requisitions/bill list, home school requests and approval of meeting minutes ; if any questions, any item can be pulled out for further discussion, if not, one vote to be taken.

Under the items for Communications and Correspondence, Superintendent Crowley included information on the Early Childhood Grant and Commissioners Empowerment Program and will continue to include important items in correspondence pertinent to School Committee members.

Requisitions- Bill List

Summary of Requisitions – Bill Lists

Warrant #

1599	2/19/16	\$	837,475.35
1601	2/26/16	\$	1,517.00
1602	2/26/16	\$	80.00
1603	3/2/16	\$	77,195.24

1604 3/4/16 \$ 119,668.34

1605 3/4/16 \$ 1,330,520.19

1597 2/12/16 \$ 217,907.03 Previously Approved 2/9/16

Home School Requests – Ms. Beauchaine noted five home school requests

Approval of School Committee Minutes for meetings held on 1/5/16 and 1/11/16, 1/12/16, 2/1/16, 2/9/16 and Facilities Sub-Committee Meeting 2/11/16

**Mr. Cahoon thought the consent agenda to be a smart innovation; no reason to drag out some items; Motion by Mr. Cahoon to approve all five items on the consent agenda, seconded by Mr. Monteiro.
Vote 5-0.**

Student Liaison Report – William Vanner – No report

PTO/PTA Reports – Mr. Prew, Principal at Kent Heights reported on a Silent Auction fundraiser for Kent Heights School to be held on March 11th.

Public Comment I – Agenda Items – None

Past Dinner Fundraiser for Dillon Correia on Sunday, March 13, 2016 to help family with medical expenses reported on by Susan Allienello.

Superintendent's Report

Graduation Rate – Superintendent Crowley reported that the high school graduation rate is 84% which is an increase over last year; she expects next year to be even higher; since Principal, Shani Wallace has put safeguards into place to help at-risk students even earlier. Superintendent Crowley will report on special education numbers when they have been validated.

Commissioner of Education Visit/Meeting – 3/8/16-3:30-4:30PM at Riverside Middle School; Superintendent Crowley advised that the Commissioner requested a smaller group for easier dialogue.

Also, she received a call from the Governor's Office regarding a roll out of technology program on March 10th; they would like to start that roll out with a technology class at our High School.

Teacher of the Year Program – Kathryn Crowley reported that she sent out a request to principals to talk with faculty and parents in order to nominate one teacher from each school; Central Office will set up a committee to choose one nominee from East Providence; she would like East Providence to participate at the state level.

Informational Report on Middle and High Schools

Dr. Sandra Forand reported on innovative initiatives at secondary level; K-12 assessment committee in order to look at the possibility of

finding one assessment to be used district wide to screen students; what assessment to use; representatives from all areas on the committee to stream line assessments.

We had approximately fifty teachers in attendance on Saturday at the Highlander Conference.

Survey – RI Student Assistant Program – part of grant received; student survey; offered a grant on suicide prevention.

Informational Report on Elementary and Pre-K Schools Dr. Celeste Bowler reported on:

Report Card Committee – second meeting held and will be meeting monthly; focus of committee is once identified, generate list of questions in a survey; 14 participants on the Committee; she wants all to be heard; just send a note about what we are doing in order to give staff the heads up that a survey is coming; we provided a link to the survey; information before 3/15 meeting.

Summer Program – Camp Invention – 6/27/16 – hands on opportunity for kids entering first grade and sixth grade; contact Dr. Bowler or go to Campinvention.org; modules tell what is offered; camp is free, first come, first serve; hope to sponsor 70 kids; flyer will be going home.

Director of Finance Report – Linda Dykeman not in attendance; reports submitted to School Committee in advance; can email or call Linda if any questions; Mr. Cahoon commented on a great job putting report together; we are right on track.

Committee Reports

Facilities Sub-Committee – scheduled to have on March 1st; will now be on Tuesday, March 15th at 6PM; will be talking about what was discussed at the Joint Meeting and try to get a good understanding on what is going on with the plumbing under the high school; we need a good estimate; the company will come to meet with the Facilities Sub-Committee to discuss some options to explore; it is already known that it will be an expensive project.

Policy Sub-Committee

Kathryn Crowley stated that policies and procedures regarding Section 504 are currently being worked on and we will be presenting a revised policy for a first reading at the April meeting in order to keep up with changes.

Discussion Items

Graduation Requirements – Kathryn Crowley stated that information was included in the packet and that Principal, Shani Wallace was present to answer any questions.

Ms. Beauchaine asked where we will be going after this;

Ms. Wallace felt that there is a lot out there which was left hanging and that the public piece was taken away.

Kathryn Crowley commented that we hope to get the public piece back in play and that she would like to look at the PBGR, which has

been limited in scope; this needs more time and research; we can put a panel together to look at what is in play and where we are going with it.

Ms. Beauchaine commented on the physical education requirement; part of 25 credits and a state requirement for graduation.

Mr. Cahoon felt there was no consistency on what RIDE wants year to year, so we can strike anything happening in 2020; we have no idea what will be happening in 2021.

Kathryn Crowley; Ms. Wallace, multiple pathway; 2021 for high stakes testing to take place

Shani Wallace said that teachers are excited about putting more options out there for students; this will not happen overnight.

Mr. Monteiro felt that in the Senior Project, the largest learning stretch is for the presentation piece; agrees that it will take time to have something meaningful; he looks forward to it; happy to hear where it is going.

Summer School Data – Kathryn Crowley explained that Ms. Beauchaine requested information on what programs worked for our schools and to revisit programs from last year.

Donna Peluso, Principal of Oldham School reported on the “Jump Start to Kindergarten” program; she reviewed the many benefits which cannot be quantified; exploring of physical plant; development of more self-confidence; the program is very definitely worthwhile and she would like to continue with this, but adding bus transportation at \$4200 for bus; she noted increase in Deibels

mid-year scores at 88%; many of the students attended the program; she would also like to institute a Transition to Grade 1 program; maintenance of this program and adding a Grade one program;

Discussion: Mr. Monteiro trying to understand the impact of the program of those who did not attend; asked if we could make a strong correlation to justify the program district-wide.

Ms. Peluso stated that the program is to get kids ready for school, to build a routine; the attribute of going gave them more confidence.

Kathryn Crowley responded that it depends on the level of the child coming to school and that Ms. Peluso can get specific information to chart as a longitude; she recommends that Dr. Bowler talk to other principals to see if interested.

Mr. Monteiro commented that if School Committee funds this and not every principal wanted to run it; could be equity matter if we put money on this.

Night Facilities Supervisor Position –

Mr. Monteiro – not demeaning the role, but with everything we are doing, changes in this department; is this an overlap of duties?

Mr. Feola – the vision is to expand inspection of buildings to see if they are being cleaned properly and to work with staff if not; handle emergencies at night; be an administrative person responsible for alarm calls ten days a month; work with custodial staff on supplies; wants person to be in the forefront at night-hands on; buildings are being used constantly; preparing and cleaning for next day; we have

night rentals, coordinating staff; arranges for coordinates for district at night.

Mr. Ferreira had an issue with workers in the buildings alone at night without supervision; we need a supervisor to coordinate the work.

Action Items

School Calendar 2016-17 – Second Passage - Motion by Mr. Cahoon to approve, seconded by Ms. Beauchaine. Vote 5-0

High School Program of Studies – Second Passage – Motion by Mr. Cahoon to approve, seconded by Mr. Monteiro. Vote 5-0.

Approval of 2016 RI DOH Student Survey – Motion by Mr. Cahoon to approve, seconded by Mr. Monteiro. Vote 4-0. Mr. Ferreira voted nay.

Amendment of Policy II.C.1 Purchasing and Bidding – Second Passage – Motion to approve second passage by Mr. Cahoon, seconded by Ms. Beauchaine. Vote 5-0.

Approval of Posting for Assistant Director of Facilities Position – Superintendent Crowley requested approval to post the position.

Discussion:

Mr. Cahoon - description talks about previous maintenance

schedule; he asked to make it “by 120 days of hiring” #4 add 120 days; master list needed – if person involved 1-2-5 year plan; put in cohesive/comprehensive with same 120 days.

Kathryn Crowley – Director can require other duties under #18

Mr. Cahoon – will track at Facilities Sub-Committee meetings

Mr. Monteiro – knowledge and skill and abilities “take out.”

Ms. Beauchaine – nonunion position; salary \$79,000; would like to add “have to attend School Committee and Facilities Sub-Committee meetings; asking for another administrative position, very leery of this salary amount; we do not start teachers at that salary.

Kathryn Crowley– we will add “attend School Committee and Facilities Sub-Committee meetings.”

Mr. Ferreira asked if the range of \$79,000 is correct.

Kathryn Crowley – before her time here; School Committee was talking about this range with former Superintendent Mercer.

Mr. Monteiro –commented that the idea, the concept appeared here, but that we never completed the conversation of what the full package would look like; we have deteriorating buildings; easy to justify the position; salary needs more discussion; could request Ms. Sylvia to pull data to get competitive salary information; we did that with the position of Facilities Manager; if someone applying, would be doing homework; both parties should be coming in with same range.

Ms. Beauchaine – did ask for a range; this School Committee not prepared to pay this amount

Mr. Monteiro – we do not know qualifications and experience level of

person we are getting; the conversation on the issue never completed; School Committee never agreed to move in this direction; post it; does not mean you have to fill it.

Mr. Cahoon – make an offer; compare to Superintendent Crowley.

Mr. Ferreira – has been discussed about third person to back up #2 person; was supposed to be discussed at Facilities Sub-Committee meeting; job description includes no licenses, no HVAC, electrical, etc. to pay \$90,000 and not have people look at this position; we need knowledgeable manpower; \$80,000 with no experience at all; district has to revamp where we are going with very little money; we have two HVAC people now; why big push on HVAC to clean; that would be one less thing for director and assistant to focus on; we would be putting out job qualifications to pull in the best people; this does not do it in his mind.

Mr. Cahoon – why are we asking salary; not attached to the description; not sound business practice.

Mr. Monteiro– we did not discuss this and never saw a number; how do you justify increasing qualifications for an assistant over a director; should be a facilitator for resources.

Motion by Mr. Monteiro to accept/approve job description with changes as noted; post the position; fourth interview to talk about salary; expectation as a professional; do homework about the range.

Kathryn Crowley – change “require to attend classes, etc.”

Motion seconded by Mr. Ferreira. Vote 5-0

Personnel Report:

Resignations/Leaves of Absence/Retirements and Personnel Appointments – Cheryl Sylvia, Director of Human Resources, reported:

APPOINTMENTS

Stacy Simmons-Edgenuity Coach-RMS-Effective 03/08/2016

John Macomber -Edgenuity Coach-RMS-Effective 03/08/2016

Leila McCarthy-Edgenuity Coach-MMS-Effective 03/08/2016

Dara Pond-Edgenuity Coach-MMS-Effective 03/08/2016

Orianne Rodrigues-Afterschool Social Worker-EPHS-Effective 03/08/2016

Debra McCarty-Afterschool Social Worker-MMS-Effective 03/08/2016

Jan Dion Roy-Afterschool Social Worker-RMS-Effective 03/08/2016

Jeffrey Poland-Behavior Specialist-SS-Effective 03/08/2016

Eve Vaz-From Supervisory Assistant to Teacher Assistant-Whiteknact-Effective 03/08/2016

Maryanne Peck-Detention Supervisor-MMS-Effective 03/08/2016

Dan Cabral (1 yr.)Boys Volleyball Head Coach-EPHS

Linda Gorton-Volunteer Coach-Riverside - Softball

RESIGNATION

Dara Pond-Detention Supervisor-MMS-Effective 02/25/2016

RETIREMENT

Raymond Francis - Facilities Supervisor- Effective April 30, 2016

Carol Wood-Teacher Assistant-MMS-Effective end of 15/16 school year

Stan Holtzman-Music Teacher-Francis-Effective end of 15/16 school year

Maria Connie Lemos-Teacher Assistant-MMS-Effective May 24, 2016

Maryann McShane-Teacher Assistant-MMS-Effective end of 15/16 school year

LEAVE OF ABSENCE

Keith Martinous (1 yr.)-Boys Volleyball Head Coach-EPHS-Effective 2015/2016 School Year

Amanda Shattuck (1 yr.)-Asst. Softball Coach-EPHS-Effective 2015/2016 School Year

Dan Cabral (1 yr.)-Boys Volleyball Asst. Coach-EPHS

Motion by Mr. Cahoon to approve personnel items, seconded by Mr. Monteiro. Vote 5-0.

Mr. Tsonos congratulated the retirees.

Kathryn Crowley reported on an event at the High School Friday, April 8th at 10AM; unified sports game to raise support for unified joint venture of Lincoln and East Providence.

Public Comment II – Non Agenda Items

Izilda Teves requested a technology update; Donors Choose teachers not allowed to use it?

Kathryn Crowley – using because of money; she asked teachers not to ask for money for supplies, but to request through the Principals; we have money in the budget for some of these items. The Business Manager will develop a policy; we include money in the budget for supplies; Superintendent is looking at this; we should have purchased these materials; there is a financial track we have to be careful about.

Ms. Beauchaine – once we develop a policy; in this city when things down and out people pitch in; we have built playgrounds, painted, bought computers because teachers were not getting them; hopes administration explains they will not be in that situation again; chairs, shades; we have come together to purchase what kids needed; we did it; teachers should not be afraid to ask. Superintendent Crowley responded that no one is saying you cannot do it; we encourage people to ask by putting a purchase order in; we will put together a five year technology plan; blended learning especially at Middle Schools; the budget is in a better place than several years ago; we encourage sending PO's; Finance Director will ask principals for a three-year plan; lot of things going into the budget; she asked that everyone hold off going to these funding sites for supplies, etc.

Mr. Monteiro – morale of people working in our schools; level of confidence better; finally being heard; community does step up on projects; too bad School Department cannot do it themselves;

credible to go to residents.

Ms. Beauchaine – trusts this administration to let teachers know they can ask for this; she wants teachers to know there is nothing wrong with going on “go fund me.”

Mr. Ferreira – will continue to give back to the community; he has donated thousands of dollars; we should not say to teachers.

Kathryn Crowley – this was a particular case that administration did not support; when looked at, these were things that could have been supported in this budget; this should be positive, not negative.

Izilda Teves – Requested Hennessey roof warranty; also asked if items discussed with City Council and funded during budget meetings, had been purchased: shades, Smart boards, and other items.

Mr. Feola – reported that first phase for shades was \$8000, which was completed during February vacation; now working on elementary and middle schools; currently working on only the rooms with shades missing.

Ms. Beauchaine requested information on the number of work orders still left for shades.

Kathryn Crowley will ask Kelly Ahrens about Smart Boards.

Motion by Mr. Cahoon to extend the meeting time by ten minutes, seconded by Ms. Beauchaine.

Vote 5-0.

Izilda Teves –also snow blowers and enclosures were on the list from the budget meeting; she requested an update on the list from the budget meeting.

Announcements

Hennessey Playground fundraiser– need \$75,000; have raised \$18,000 so far; Mr. Ferreira donated a banner showing how much money raised so far.

Mr. Tsonos attended basketball game; Coach Butler doing an excellent job; congratulations.

Ms. Beauchaine– EP Arts Council meeting; dates 3/9, 3/16 3/29 6-8 looking for ideas.

Mr. Monteiro – soccer field completion date is May.

Motion by Mr. Cahoon to adjourn, seconded by Mr. Monteiro. Vote 5-0.

Respectfully Submitted,

Patricia A. Iannelli, Administrative Assistant

Nathan Cahoon, Clerk of the Committee